GOVERNMENT OF INDIA
PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS
LOK SABHA

UNSTARRED QUESTION NO:1773
ANSWERED ON:26.07.2017
Creation of New Posts
Gandhi Shri Feroze Varun

Will the Minister of PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS be pleased to state:

(a) whether the Government has assessed the need for creating new posts under Civil Services in the country;
(b) if so, the details thereof and the number of new posts being created; and
(c) the steps taken/being taken to improve the performance and accountability of civil service cadre in the country?

Answer

Minister of State in the Ministry of Personnel, Public Grievances and Pensions and Minister of State in the Prime Minister's Office. (DR. JITENDRA SINGH)

(a) & (b): Department of Expenditure has informed that during 2016-17 (i.e. upto 31st March, 2017), 7903 posts at various levels in Ministries /Departments / Autonomous Bodies / Attached Offices (including Defence Personnel, CPMFs, Hospitals, Schools etc.) have been created.

As far as Central Group 'A' Services/cadres are concerned, as part of cadre restructuring since January 2014, a total of 1629 Group 'A' posts at different Grades have been created/upgraded and 1354 Group 'A' posts have been abolished/surrendered resulting a net increase of 275 Group 'A' posts.

In respect of All India Services, the Central Government after five years re-examines the strength and composition of each cadre in consultation with the State Government or the State Governments concerned and may make such alterations therein as it deems fit. The new posts are created in consultation with State Government.

(c): Performance of a Government servant is assessed on the basis of Annual Performance Assessment Report (APAR). APAR is an important document based on which an objective assessment of performance of an employee is made and feedback given to the employee for further improvement. APAR is also used as a basis for career planning and training of the employee.

Further, Central Civil Services (Conduct) Rules, 1964 have laid down instructions to incorporate the expected standards of the civil services and provide for accountability of civil servants to ensure good governance and better delivery of services to citizen.

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